



THE BEMROSE SCHOOL

ANTI-BULLYING POLICY

MANAGER: E WILKINSON

ADOPTED: APRIL 2016

MISSION STATEMENT

Everyone at The Bemrose School is opposed to bullying and demonstrates a zero tolerance against it. Bullying is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

At The Bemrose School we believe that:

Bullying is

- unacceptable
- deliberately hurtful (possibly aggressive)
- repeated over a period of time
- difficult for victims to defend themselves against
- prevents students achieving their full potential and affects standards of achievement and aspirations

Bullying can be

- physical – may include hitting, kicking, spitting
- verbal – may include name calling, insulting other people, making offensive remarks
- psychological – making threats, name calling, excluding individuals from a group
- indirect – may include spreading nasty stories about someone, being made the subject of malicious rumours, interfering with another students property, by stealing, hiding or damaging it, writing offensive notes or graffiti about another student, belittling another students abilities and achievements

- sexual – unwanted physical contact or sexually abusive comments
- homophobic – because of, or focussing on the issue of sexuality, sexual orientation or gender reassignment
- cyber- use of the internet and other ICT related medium to cause harm threaten or embarrassment to an individual

Bullying can take place between students, between students and staff; or between staff; by individuals or groups; face to face, indirectly or using a range of cyber bullying methods. It can happen in isolation, or quite often, in the presence of others.

People who are victims of bullying frequently, but not exclusively, are bullied as a result of:

- race, religion or culture
- special educational needs or disability
- appearance or health conditions
- sexual orientation
- gender
- home circumstance including looked-after-children and young carers.

AIMS AND OBJECTIVES

The aim is to make The Bemrose School a place where everyone can achieve their full potential and feel safe, knowing that any incident of bullying is unacceptable and will not be tolerated. This will be achieved through-

- **communicating** the principles of The Bemrose School's anti-bullying policy to all teachers, non-teaching staff, students and parents. This will be through assemblies, PSHE, Tutor time, Circle time, Let's Explore, SEAL activities, newsletters and any other appropriate means.
- **ensuring** that all pupils know and feel comfortable to report all incidents of bullying to any member of staff. That there are clear procedures for reporting and recording bullying incidents as well as a clear policy of procedures and sanctions.
- **supporting** the policy through a peer support programme.

Everyone has a responsibility to report incidents of bullying or to share their concerns with a member of the School community.

In order to coordinate our work more effectively the four Heads of House will continue to work with the Care & Guidance Team Leader and the Senior Assistant Headteacher: Inclusion and other members of staff to carefully monitor incidents of bullying, and review systems and procedures regularly.

LINKS TO OTHER POLICIES

- Safeguarding Policy
- Behaviour Policy
- E-Safety Policy
- PSHE Policy

RESPONSIBILITIES OF ALL STAKEHOLDERS

The Responsibilities of Staff

Our staff will:

- Foster in our students self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our students.
- Discuss bullying with all classes, so that every student learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to a member of staff
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Students

We expect our students to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the student who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- **Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.**

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their form tutor or Head of House and explain the implications of allowing the bullying to continue unchecked, for themselves and for other students.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying

- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. And point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The Responsibilities of All

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

PROCEDURES

Students must be empowered to be able to tell an adult or a peer that they are being bullied. It is very important that this disclosure is acted upon and dealt with in a confidential manner.

The Head of House must record incidents of bullying separately and in the student's file.

Those reported to have bullied will -

- be interviewed by Head of House or member of the Leadership Team. Witness statements may need to be taken.
- have appropriate action taken if bullying is proved.

When it is proven that bullying has taken place, sanctions will be issued. This should take the form of one or more of the following –

- Discussions with Head of House or other significant adult about the incident.
- A letter may be sent home to parents / phone call home.
- A meeting with parents / carer and pastoral staff
- A meeting with a member of the Leadership Team
- Restorative Justice
- Work with the peer mentor group.
- Intervention by appropriate outside agency.
- Isolation, Seclusion or Fixed Term Exclusion following the procedures outlined in the Bemrose guide to discipline, rewards and sanctions.
- A Governors meeting
- Permanent Exclusion

There should be a follow up session with the student who has experienced bullying after a short period of time and then the half term following the incident to see if the bullying has restarted.

STRATEGIES TO REDUCE BULLYING

The School has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour including:

- Circle Time / Let's Explore
- Anti-bullying posters around school
- Assemblies
- SEAL activities
- Peer Mentors
- Extensive work through PSHE programmes
- Restorative approaches
- Direct Consequences (see above)
- Access to the counsellors in-training
- Training for all members of staff on anti-bullying policy and strategy.

Students who bully are supported by their form tutor and Head of House who will discuss the issues with them.

MONITORING

Monitoring helps identify patterns of bullying behaviour. It should take account of:

- who was involved
- where and when the incident occurred
- what happened
- what action was taken
- how it was followed up

The person dealing with the incident should record sufficient detail to support effective monitoring by the Heads of House and Care & Guidance Team Leader, in line with the school Behaviour Policy. The school keeps records of all reported cases of bullying.

Monitoring will be by the Senior Assistant Headteacher: Inclusion who will use the records to report levels of bullying annually in accordance with Derby City LA practice.

This policy has been written in collaboration with the Students Council who have consulted students in their year groups and forms.

PERFORMANCE INDICATORS

1. The number of incidents recorded reduces year on year.
2. The categories/types of bullying recorded is reviewed annually.

Appendix 1

BULLYING – DON'T SUFFER IN SILENCE

If you are being bullied

- **Tell a teacher or another member of staff in your school.**
- If you are scared to tell a teacher or an adult on your own ask a friend to go with you.
- If the bullying is on-line or through social network sites, keep evidence of what is being said and bring this into school to show your Head of House.
- Keep on speaking up until someone listens.
- Tell yourself that you don't deserve to be bullied and try not to take it personally. The person bullying you probably does the same to others.
- Stay with groups of people, even if they are not your friends. There is safety in numbers.
- Try not to show you are upset, although this is very difficult at times.
- If possible, avoid being alone in places where you feel bullying may happen.
- Try being assertive – shout “No” loudly. Practise in front of a mirror.
- Walk quickly and confidently, even if you do not feel that way inside.
- If you are in danger, get away. Do not fight to keep possessions.
- If you are different in some way, be proud.

If you are talking about bullying with an adult, be clear about

- What has happened to you.
- How often it has happened. Is this the first incident, or has it happened before.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

DO NOT IGNORE BULLYING – MAKE A NOISE ABOUT IT

Appendix 2

Advice for Parents

Watch for signs that your child is being bullied, or is bullying others. Families are often the first to detect that a problem exists. Contact the school immediately if you are worried.

If your child has been bullied:

- Calmly talk with your child about his/her experience.
- Make a note of what your child says - particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened.
- If the issues are related to the internet or social network sites, keep evidence of what is being said and share this with school.
- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that he/she should report the incident(s) to a teacher immediately and subsequently if the problem is not resolved.
- Make an appointment to see your child's Form Tutor, Head of House or Care & Guidance Team Leader.
- Explain to the member of staff the problems your child is experiencing.

Talking with teachers about bullying:

- Try and stay calm - bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened - give dates, places and names of other children involved.
- If the issue relates to internet or social network sites, make sure you have evidence of what has been happening, to share with the school.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school; let us know if things improve as well as if problems continue.

Above all, students must be encouraged to report all issues to staff in school. We also ask for your support as parents in dealing with issues of bullying and encourage parents to report issues if they occur.

Appendix 3

Copy of Bullying Log